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12/20/22 • COVID › NEWS

500 Healthcare Workers Get $10 Million Settlement After Being Fired Over COVID Vaccine Mandate

A U.S. judge approved a multimillion-dollar settlement for workers who were fired by an Illinois healthcare system for refusing to get a COVID-19 vaccine.

By The Epoch Times

26

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By Zachary Stieber

A U.S. judge approved a multimillion-dollar settlement on Dec. 19 for workers who were fired by an Illinois healthcare system for refusing to get a COVID-19 vaccine.

About 500 workers who were terminated or, after seeing their exemption requests denied, got a COVID-19 vaccine, will receive compensation as part of the $10.3 million settlement, a preliminary version of which was first announced in July.

U.S. District Judge John Kness, a Trump appointee overseeing the lawsuit brought by the workers, issued verbal approval for the settlement during a hearing, lawyers for Liberty Counsel and NorthShore University Healthsystem said. Kness plans to release a written judgment in the next week.

In a brief statement emailed to The Epoch Times after Kness's approval, NorthShore wrote, "We are pleased with the Court's approval of a supportive resolution to this matter and continue to prioritize the health and safety of our patients and team members."

Harry Mihet, vice president of legal affairs for Liberty Counsel, said in a statement that the group was "pleased to finally get the court's final approval of this classwide settlement for these health care workers who were unlawfully discriminated against and denied religious exemptions from the COVID shot mandate."

"This case should set a precedent for other employers who have violated the law by denying religious exemptions for their employees," he said.

Liberty Counsel, a legal group that brings cases of alleged religious discrimination, was representing the 13 named plaintiffs in the case.

The group successfully won class certification for all workers who were denied religious exemptions, a group that was initially believed to be 499 former and current workers but swelled after the preliminary settlement agreement to at least 519.

As of Dec. 12, 493 class members had submitted claims for a piece of the settlement.

Each worker who was fired stands to receive $24,225. Each worker who remained at the company stands to receive $3,725.

The named plaintiffs are in line to receive an extra $20,000.

Those payments, described as service awards, will provide compensation for the plaintiffs helping advise on court filings, gathering documents and serving as lead plaintiffs "in a sensitive case involving personal health choices and religious beliefs over a matter of intense public debate, even when it was uncertain whether they would have to disclose their identities to the public," according to a recent filing.

Three workers objected to the settlement, but both parties urged the judge to disregard the objections, which were largely based on pay the trio felt they were owed after being fired.

Marzena Novak, one of the objectors, said her actual losses from being fired and losing pay approached $140,000.

"Although the estimated $25,000 is helpful and will be welcomed, it doesn't come close to the actual losses suffered by those they treated so poorly," Novak wrote.

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Mandate

Like many healthcare systems, NorthShore imposed a vaccine mandate on employees in 2021.

NorthShore told workers that they could file a request for a religious exemption using a form that said the worker in question needed to provide "a description of my sincerely held religious principle or practice that guides my objection to receiving the required vaccination." Northshore explicitly instructed applicants to not fill out lengthy answers.

NorthShore initially approved some of the exemption requests but then reversed the decisions and denied "all or virtually all of them," according to filings from the plaintiffs. Officials said the employees failed to meet the standard for religious exemptions.

Employees who wanted a second look were told to file an appeal that included their vaccination history since they were 18.

NorthShore then said that any religious objections based on "aborted fetal cell lines, stem cells, tissue, or derivative materials" would result in denials because those products were "not in NorthShore administered vaccines." All of the COVID-19 vaccines available in the United States have links to aborted fetal cell lines.

At one point, one of the plaintiffs said, her manager said that "we are not approving anyone" for exemptions, although at least several were approved.

"Instead of engaging Plaintiffs in good faith, NorthShore denied Plaintiffs' religious exemption requests en masse, providing nothing more than copy and paste responses, informing them that they lacked 'evidence-based criteria,' whatever that means," one filing reads. "By failing to engage any of the Plaintiffs and its numerous employees with religious objections in good faith, NorthShore had no way to know whether an acceptable accommodation might have been appropriate. The only responses received by Plaintiffs and NorthShore's employees were one-size-fits-all blanket denials."

The plaintiffs said the treatment violated the Civil Rights Act, which requires employers to treat workers similarly, and the Illinois Health Care Right of Conscience Act, which forbids discrimination on the basis of "right of conscience."

NorthShore repeatedly denied that it violated the law.

The system also stated that it was "an undue hardship" to let unvaccinated staff work at NorthShore and that "it initially denied many exemption requests and that on appeal it reconsidered some decisions and chose not to challenge that the requests were made based on sincerely held religious beliefs."

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Zachary Stieber covers U.S. and world news for The Epoch Times. He is based in Maryland.

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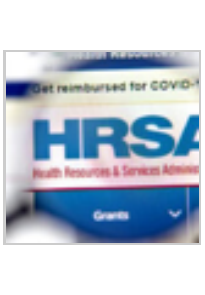

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Vilmeith
9 days ago
How about ruling that it is a gross violation of the Law, to be experimented on, also that slavery via extortion, your body is the property of the corporation you work for, are High Crimes and violate at least the spirit of the Constitution, meaning no government nor institution can take away Man's Natural right to life(also means making a living) and liberty, instead of using the petty argument of religion which is playing by the rules of the criminals, perpetuating this crime.
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phillygrrl53
9 days ago
that's an insulting pittance for destroying their lives and careers and punishing them for caring about the side effects of the jab and putting the wellbeing of their patients ahead of the lying narrative by the cartel of criminals.
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Cat's Meow
9 days ago
No amount of money is sufficient to compensate one for forcibly being injected with Fauci's poison death shot.
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Kathleen Huffman
9 days ago
I would gladly join a lawsuit against Sava Healthcare. I was not allowed even the opportunity to file for an exemption. I worked for them for 10 years.
11 0 • Reply • Share ›

> **tag** → Kathleen Huffman
> 9 days ago
> I know quite a few that worked in healthcare during this plandemic. They all complied. Sadly I will probably be saying goodbye to most of them in the next couple of years. Glad I owned my own business and from day one would never asked my employees to take a experimental jab. I used to joke with them when they asked me if they would be fired if they refused the jab. I told them I would fire them if they did take it!
> 7 0 • Reply • Share ›

john o'neal
9 days ago
$140K vs $25K is an enormous disparity, and it should have been rejected without consideration.
8 0 • Reply • Share ›

tag
9 days ago
That's good I guess but $20,000 after the lawyer cut, probably 40%? $12,000? At least they are alive and that is worth way more than the measly $12,000 they got for standing against the tyranny shoved on us for 3 years now.
5 0 • Reply • Share ›

Natascha De la Court-Wolter
9 days ago
I think this is why my hospital system is keeping us on unpaid leave of absence. To avoid litigation.
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fiona
9 days ago
I know its not much, sadly...but it sets a legal precedent and will open the floodgates. As someone else said...companies will be taught a lesson for the future. Well done everyone involved. Well done to all those who stood their ground and lost their jobs rather than succumb! Very brave!
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SHENZI
9 days ago
Yay
4 0 • Reply • Share ›

Marvol
9 days ago
After the attorneys (bar card members) take 35%, the rest will get 13k each. Blood sucking lawyers get 3.5 million. #BCCRSS #NAMEGATE #LEGALNAMEFRAUD
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Don't mention the war
9 days ago
Small change compared to the money the hospitals made from taking part in the fraud.
2 0 • Reply • Share ›

> **lakewoodsteve** → Don't mention the war
> 5 days ago
> The 5 Billion in fraud fines/ that Godless, corrupt, big Pharma Has paid out, is chump change for them! Considering the multi billions they made! It helped Pharma become the leading cause of Death! See Dr. Gary Null's well cited book, "Death by Medicine! Documenting big pharma's iatrogenic "medicine" Kill's 800,000 annually! [Year after year] That's over 2000 each day! (A fact, gun laws won't help stop that, mass killing!) Also see the Johns Hopkins [low-ball] iatrogenic study, claiming "medicine" Is the third leading cause of death, killing Only 250,000 each year! It's All to teach the wise, "Death is the wages of [pharma's] Sin, but the gift of God, [not government] is everlasting Life through Jesus Christ our Lord!
> 0 0 • Reply • Share ›

Ben Franklin
9 days ago
Nevermind. I'll just go support the Epoch Times, and Epoch TV. They're honest.
2 0 • Reply • Share ›

Franny Ward
7 days ago
It's still an issue with hospitals. I am stage 4 COPD on the GOLD scale. I am in need in the near future of a lung transplant, yet both Temple Hospital and University of Pennsylvania (Penn Medicine) both require me to be fully vaccinated against COVID, that I already had TWICE I had a bad experience with the pneumonia shot five tears ago, after coming down with of all things, SARS-1. I went on a Friday working as an Electrician, to Saturday night on a ventilator doe five days. A total of nine days in the ICU, then two day in a regular room. The day I was being discharged, I was given the Flu and Pneumonia shots, and when at home was deathly ill for two weeks. I never had a Flu or Pneumonia shot before. No way do I trust these rDna shots.
Another case in point, my friend George received his second Moderna shot in June of 2021, he developed a rage type of lung cancer, and died on August 22, 2021. He told me in the hospital to my face he felt the shot caused it. Even the oncologist never seen such a fast aggressive cancer before.
1 0 • Reply • Share ›

> **lakewoodsteve** → Franny Ward
> 5 days ago
> My stage 4 COPD [type2] wife of 30 years was killed by haughty EMT's & ER staff who O.D. her with a mass dose's of 02 against her doctor's & my POA demand! After killing her, EMT's captain told me, "We don't have to follow patients or POA demands, we go by the book." The mass 02 dosage elevated her PaCO2 ≥ to 700+ mmHg [45 is high]+ caused acidosis with a pH of 6.7 that gave her the doctor predicted heart attach, dead for 9 minuets, the quack injected bi carb & she recovered with liver & kidney damage! She died 10 hours later! No lawyer would take that malpractice case, something to do with protecting ER "medicine"? I recommend you study, Scholarly articles for British Thoracic Society! I.E. much more informative than our quack medical "experts." ! Good luck & God bless! Steve (Remember if you only use this short life to win a free trip to everlasting Hell, what difference does it all make?)
> 0 0 • Reply • Share ›

mcwinaz
9 days ago
Love it. It's cases like this that will make employers think twice should we travel down this same road again in the future.. (hopefully not..)
1 0 • Reply • Share ›

brbg
7 days ago
No one should be forced to participate in a drug trial whether they are religious or not. It should never be OK to force a person to accept an experimental drug be injected into their body. End of story. It doesn't matter if their objections are religious or not.
0 0 • Reply • Share ›

Carrie Lavine
8 days ago
The State of Illinois&every state in the nation that has mandated the Wuhan Heart Harms Bioweapon shot and "Health"Comporations that Ruled over workers bodies to receive this proven damaging shot has Violated the Health Care Right of Conscience Act-who forced ppl to allow themselves to be coerced to be injected with this deadly poison..and forced compelled association with corporations committing Genocide-that should cover Any "religious exemption."
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R1ghtTh1nk
8 days ago
Who or what ACTUALLY pays? The healthcare "system"? That received federal monies for coding patients as "covid", "ICU" and "on respirator"?

As *Don't mention the war* commented: "Small change compared to the money the hospitals made from taking part in the fraud."
0 0 • Reply • Share ›

UnionMember
8 days ago
There's no way they can dismiss your religious exemption by their own judgement.
Title 7 of the 1965 civil rights act explains it all.

So how are these companies etc saying your belief is invalid?
You could be in a ufo religion and they might not agree but that's your belief!
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> **Suzanne Douville** → UnionMember
> 7 days ago
> Oh yes they can. I live in Massachusetts and because of a 1800 or 1700 court case , my husband wouldn't have a leg to stand on if he brought his case to court. He was let go from his $110,000 job, after they accepted his religious exemption. We have lost a huge chunk of change because of their decision to let him go. Along with the stress and effects it has to the self worth. He worked for this company for 19 years. We will never buy another Bose product as long as we live.
> On a positive note...my husband has a new job, less money, but he is much happier.
> 0 0 • Reply • Share ›

THanX-1138
9 days ago
The only halfway fair settlement would have been a much larger payout across the board AND free lifetime healthcare for those who agreed to get the job-saving injection, because of the great potential for future serious illness.
0 0 • Reply • Share ›

gghoopman@gmail.com
9 days ago
Those who Did get the "Woke Poke" had better get their settlement & spend it quickly! Statistics are NOT Favorable to them!!
0 0 • Reply • Share ›

Ben Franklin
9 days ago
$20,000 a piece isn't much of a win, but we'll take it.
0 0 • Reply • Share ›

> **MultiChubby1** → Ben Franklin
> 9 days ago
> Money is symbolic of power. The pittance they received symbolizes how little they care. The woman who sued McDonalds for 3 million because SHE spilled hot coffee on her then inoperative genitals shows by the award amount what's really important here.
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